




## THE FUTURE OF WORK & CORPORATE DIGITAL RESPONSIBILITY

Organisations driving forward technological development have a responsibility to do so in a manner that leads us toward a positive future. This approach will require a new approach to Corporate Social Responsibility, expanding its current frontiers within company practices and functions to accommodate technological changes.

**Corporate Digital Responsibility (CDR)** is standing out as the new direction, fusing ethical considerations at the company, individual and societal level. The framework below gives an indicative approach on how Corporate Digital Responsibility can be applied to the workplace and help in building a sustainable future of work.

**Key question:** In times of rapid technological developments, how to transform your workplace responsibly?

Area	Changes in workplace	Responsibility dimensions
<b>Digitalisation - Ensuring employee inclusion &amp; well-being</b>		
	<ul style="list-style-type: none"> <li>Flexible work locations/times</li> <li>Virtual teams &amp; online platforms</li> <li>Agile &amp; democratic teams</li> <li>Output focus &amp; customization</li> </ul>	<ul style="list-style-type: none"> <li><b>Digital adoption:</b> Acceptable and responsible technology adoption rate</li> <li><b>Digital well-being:</b> Work-life balance and health in digital world</li> <li><b>Digital inclusion:</b> Access to digital by different groups (diversity, age etc.)</li> <li><b>Digital capacity:</b> Equip employees with right set of skills and mindset</li> </ul>
<b>Data - Fostering privacy &amp; employee engagement</b>		
	<ul style="list-style-type: none"> <li>New raw data (what)</li> <li>New collection ways (how)</li> <li>New collection points (where)</li> <li>New insights (why)</li> </ul>	<ul style="list-style-type: none"> <li><b>Transparency:</b> Disclose to employees how data is collected &amp; used</li> <li><b>Privacy:</b> Allow employees to have better control of their data</li> <li><b>Empowerment:</b> Ensure data usage supports employees in their work</li> <li><b>Inclusion:</b> Use data to improve social outcomes at the workplace</li> </ul>
<b>Automation &amp; AI - Keeping people at the centre of business transformation</b>		
	<ul style="list-style-type: none"> <li>Changing business forecast</li> <li>Automation of routine tasks</li> <li>New skills &amp; occupations</li> </ul>	<ul style="list-style-type: none"> <li><b>Augmentation strategies:</b> Unleash untapped human potential</li> <li><b>Workforce transitions:</b> Support workers' transition to new jobs/tasks</li> <li><b>Human-machine collaboration:</b> Upgrade employees to co-work with AI etc.</li> </ul>